



Washington
Department of
**FISH and
WILDLIFE**

WASHINGTON MANAGEMENT SERVICE EMPLOYMENT OPPORTUNITY

WMS Band 2 – Region 5 Habitat Program Manager
Salary \$5314.00 – \$6642.00

Recruitment # 1153-09

Opens: August 18, 2009

Closes: September 14, 2009

The Region Five Habitat Program Manager reports to the Habitat Program Deputy Assistant Director and serves as a member of the Habitat Program Management Team. Key responsibilities include:

Plans, organizes, manages and leads Region Five habitat work to meet Habitat Program goals. This includes managing Hydraulic Project Approvals for construction and other work in state waters under RCW 77.55, technical assistance to local governments under the Growth Management Act, and technical assistance related to salmon recovery efforts. Represents the Department in negotiating fish, wildlife and habitat restoration on committees addressing major mitigation efforts. Examples of these committees include the Columbia River Channel Crossing Committee, The Lower Columbia River Funding Review Board (Technical Sub-committee), and the Grays River and East Fork Lewis River Work Groups. Develops and manages an operational budget and strategic plan for the Region Five Habitat Program. This budget encompasses allotments for funding the current staff and contracts for special projects as they may arise, such as for mitigation work for salmon recovery projects.

Desired Qualifications and Competencies:

A Bachelor's Degree in a natural resource science or related field is required. Experience supervising professional staff conducting resource conservation or protection activities is desired. The best qualified applicants will demonstrate competencies in the following areas:

- Ability to manage programs, policies, and professional staff; examples include leading or supervising teams that developed environmental policies and procedures or technical guidance documents related resource protection, and supervising or leading implementation of environmental regulations or laws.
- Advanced knowledge of principles of marine, fresh water, and terrestrial ecology and natural resource management; This knowledge should include principles of stream dynamics and aquatic resource needs as well as methods for analysis of impacts due to development; knowledge of the biology and life history of fish and wildlife species in the state.
- Ability to manage sensitive species habitat needs and impact assessment.
- Knowledge of state and federal statutes and administrative rules, including knowledge of the Growth Management Act and its implementation in relation to protection of fish and wildlife resources.
- Negotiation skills in arenas such as: resolving appeals of permit conditions or denials, negotiating contracts for resource protection, and positively influencing the nature and scope of fish and wildlife protection elements when Critical areas Ordinances are being updated by local governments.
- Ability to clearly communicate with management, the Legislature and regulatory bodies, such as experience in having successfully developed policies and proposed legislation, including providing oral testimony or presentations to management teams related to policy development.
- Successful management of a complex budget.

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How to apply:

This recruitment will close on or before September 14, 2009. Applications will be reviewed and interviews held as qualified applicants are identified, and the position may be filled prior to this closing date. Therefore, you are encouraged to submit your application materials as soon as possible.

Applications must be received not later than 5:00 p.m. on: September 14, 2009

Submit a resume and cover letter that shows how you meet the qualifications and competencies listed above. For each relevant position held, specify employer, title, length of service, and the duties performed. For completed education, specify degrees and the schools attended. As appropriate, list and briefly describe specific courses you completed

Submits your application materials to:

Margaret Gordon, Recruitment Specialist
Human Resource Office, Department of Fish and Wildlife,
600 Capitol Way North, Olympia, WA 98501-1091
Fax (360) 902-2392

Or deliver in person to our Human Resources Office in the Natural Resource Building,
5th Floor, 1111 Washington St. SE, Olympia, WA.

Or by e-mail to: Margaret.Gordon@dfw.wa.gov

The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation, and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans, and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.

**Washington Management Service
APPLICANT PROFILE**

We ask that you voluntarily answer the following questions and return this document with your résumé. This information will be treated as confidential and will be used by authorized personnel only.

Name _____ Birth Date _____
Sex: _____ Male _____ Female

Do you have a physical, sensory, or mental condition that substantially limits any of your major life functions, such as working, caring for yourself, walking, doing things with your hands, seeing, hearing, speaking, or learning?
☐ Yes ☐ No

Have you ever been on active duty in the US Armed Services?

☐ Yes ☐ No
Vietnam Era Veteran ☐ Yes ☐ No
Disabled Veteran ☐ Yes ☐ No If "Yes" Percent of Disability _____%

What race or culture do you consider yourself? Please check only one group. If you are of more than one race, please check "Other."

☐ Black/African American ☐ White/Caucasian ☐ Asian/Pacific Islander
☐ Native American ☐ Hispanic/Spanish/Latino(a)
☐ Other Please indicate race/culture(s) and/or list in order of preference.

Signature _____ Date _____